


LAS VEGAS POLICE DEPARTMENT	PERSONNEL
SUBJECT: <i>Career Development</i>	NUMBER: PER.14
EFFECTIVE DATE: <i>1 November 2011</i>	REVIEW DATE:
AMENDS/SUPERSEDES: 24 October 2011	APPROVED:  Chief of Police Christian Montano
NMMLEPSC STANDARDS: PER.05.01 – PER.05.04	NMSA:

I. PURPOSE:

The purpose of this policy is to ensure the efficient and effective management of the Career Development function by providing administrative guidance that identifies the responsibilities and career development function by providing administrative guidance that identifies the responsibilities and career development within the uniform and other components of the department.

II. POLICY:

It is the policy of the Las Vegas Police Department to manage the function of Career Development in an effective and efficient manner by coordinating the efforts of uniform and other organizational components as provided in this policy.

III. APPLICABILITY:

This policy is applicable to all commissioned employees of the Las Vegas Police Department.

IV. REFERENCES:

- A. Las Vegas Police Department
- B. New Mexico Law Enforcement Accreditation Per 05.01-05.04

V. DEFINITIONS:

- A. Career Development: how organizations structure the career progress of their members, it can also be tied into succession planning within some organizations.

VI. PROCEDURE:

- A. The Las Vegas Police Department encourages all sworn personnel of all ranks to obtain higher levels of certification. The Department also requires that all officers get advance training which coincides with the New Mexico Law Enforcement Academy advanced training requirements.**
 - 1. Intermediate I**
 - 2. Intermediate II**
 - 3. Advance I**
 - 4. Advance II**
 - 5. First-Line Supervisor**
 - 6. Command**
 - 7. Executive**
- B. The Commander appointed to Training, Recruiting and Hiring will maintain training files of each employee in the Department.**
- C. Any employee promoted in a new position the Department will seek out and make available advanced training and coordinate with the Commander.**
- D. Instructors shall ensure that they obtain instructor course accreditation through the Department of Public Safety. Further they shall maintain the status of both:**
 - 1. Instructors shall maintain the status of both the instructorship and course accreditation**
 - 2. Instructors shall seek out relevant and necessary training and forward requests for such through the chain of command.**
- E. The career development program plan will be evaluated at least every two years and revised if necessary.**

VII. ATTACHMENTS

NONE